VS.

David J. Smith 106 St. Jerome Ave. Holyoke, Mass. 01040 (413) 533-4619

Division Manager U.S. District Court Springfield, Mass. 01103

Re; Formal Written Complaint

Westfield Vocational Technical High School
33 Smith Ave.
Westfield, Mass. 01085
(413) 572-6533

To whom it may Concern.

I am writing to request/ complain to the U.S. District court that above named defendant has committed acts which were/ are against my civil rights. These actions are in violation of M.G.L. Chapter 151B, Section 4, Paragraph 1, and Title VII of the 1964 Civil rights Act as amended. Beginning in September 2002 and continuing until most recently March 24th, 2003. Westfield Voc Tech High School discriminated against me by singling me out and subjecting me to unequal terms and conditions of employment based on my race and color. (Black)

There were several reasons why I believe I was discriminated against, however I shall mention the particulars in which have had the most lasting effects.

- 1) All other paraprofessionals had specific duties to perform each day, these included filling out progress reports for the students. When I inquired as to why I was not participating, I was told by Vicky Peck (teacher) that I was not required to do them. This gave me the impression that I was to focus solely on the students, which I did from then on. Upon my hire I was told by Robert Thompson, principal of Granville Public schools, that if I were to have any problems I could speak to a Mr. Stanley Warren, who was the Special Education Team Leader at Westfield Voc Tech High School. After encountering several students, which informed me of derogatory comments being made by the other paraprofessionals about myself, I approached Mr. Warren who literally threw his hands in the air and said, "I am not your supervisor." This made me feel singled out and alone in my position.
- 2) In September of 2002 I met for the first time with Ms. Dmitra Cook who also had a position in the Special Education Dept. of the Westfield Voc Tech High School. She informed me of some attendance issues, and said if I could not make it in to

	0417SC000682	Trial Court of Massachusetts District Court Department Small Claims Session	
CASE NAME DAVID J. SMITH vs. ROBERT THOMPSON AS OFFICE	R OF OR AGENT FOR GR	ANVILLE SCHOOL DISTRICT	
PLAINTIFF(S) WHO ARE PARTIES TO THIS JUDGMENT P01 DAVID J. SMITH		CURRENT COURT Holyoke District Court 20 Court Plaza Holyoke, MA 01040-5075 (413) 538-9710	
DEFENDANT(S) WHO ARE PARTIES TO THIS JUDGMENT			
D01 ROBERT THOMPSON as officer of or agent for GRA	ANVILLE SCHOOL		←←←← WHEN YO J MU3T
		ROOM/SESSION	APPEAR
PARTY TO WHOM THIS COPY OF JUDGMENT IS ISSUED P01 DAVID J. SMITH 106 ST. JEROME AVENUE HOLYOKE, MA 01040			
ATTORNEY FOR PARTY TO WHOM THIS COPY OF JUDGMENT IS ISSUED			****
JUDGMENT FO	OR DEFENDANT(S)		_
On the above claim, after trial by a magistrate, the Court hat listed above. This means that the defendant(s) does not hat claim.	as entered JUDGMEN we to pay the plaintiff(T IN FAVOR OF THE DEFENDANTs) any part of the claim or costs in the	Γ(s) nis
The plaintiff(s) does not have any right of appeal from this jureason a plaintiff may file a motion within one year of this iu	udgment. Uniform Sm	all Claims Rule 8 provides that for g the defendant(s), requesting the Co	jood ourt to
vacate or amend this judgment.			

DATE JUDGMENT ENTERED 04/05/2005

CLERK-MASSTRATE/ASST. CLERK

Date/Time Printed: 04/05/2005 03:27 PM

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David J. Smith 106 St. Jesome Ave. Holyoke, Moss. Ø1840

(413)533-4619

VS.

Westfield Voc Tech High School 33 Smith Are Westfield, MA. Ø1085

I am writing to request complain to the court(s) that above named defendant has committed actions which were lare against my civil rights. I have lost considerable wages as well as further educational and career opportunities don't to these actions I have enclosed an oxiginal complaint with the particulars describing discriminatory acts. (please see complaint) I have sought other venues w/no actistaction, I now have come to the process of filing a private lawsuit in Federal Court. as instructed by the E.E.O.C. Made under the Penalties of perjuty.

DISCRIMINATION COMPLAINT MASSACHUSETTS COMMISSION AGAINST DISCRIMINATION

FEPA NO.:

FILING DATE:

EEOC NO.:

VIOLATION DATE: 3-24-03

NAME OF AGGREIVED PERSON OR ORGANIZATION:

David Smith

TELEPHONE NUMBERS:

106 Jerome Ave

HOME: (413) 536-1742

Holyoke, MA 01040

WORK:

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY OR STATE/LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME:

Westfield Vocational/Technical High School

33 Smith Avenue

TELEPHONE NO.: (413) 572-6533

Westfield, Ma 01085 NO. OF 1

NO. OF EMPLOYEES: 25+

CAUSE OF DISCRIMINATION BASED ON: Race & Color

Beginning in September 2002 and continuing until most recently March 24, 2003, Westfield Vocational Technical High School discriminated against me by singling me out and subjecting me to unequal terms and conditions of employment based on my race & Color (Black). Respondent's conduct is in violation of M.G.L. Chapter 151B, Section 4, Paragraph 1, and Title VII of the 1964 Civil Rights Act as amended.

THE PARTICULARS ARE:

- 1. I was hired at Westfield Vocational/Technical High School on August 29, 2002 as a paraprofessional. My work performance has always been satisfactory.
- 2. In or around September 2002, I received an oral warning from Special Ed Director Ms. Cook regarding my tardiness. After this oral warning I improved my attendance and did not come into work late again.
- 3. I was never informed of the specific duties that I was to perform. Over time it became clear that my duties were different than the other paraprofessionals. On or around the end of November 2002, I saw other paraprofessionals filling out progress report evaluations of the students. Since the other paraprofessionals were doing this I asked a teacher, Ms. Vicky Peck (Caucasian) how I could help. She told me to not worry about it and they would handle it; this gave me the impression that I was to focus on the students. I seemed to be the only paraprofessional that was unclear on the job duties I was to perform.
- 4. On or about late November, early December 2002 more than three different students approached me about a guidance counselor Henry Bannish, who they said had been questioning female students about my conduct. The guidance counselor asked these students whether or not I had been hitting on some of the female students and asking them out. The guidance counselor never questioned students about other paraprofessionals (all Caucasian).
- 5. Throughout my employment other paraprofessionals received notices regarding grants and workshops regarding opportunities to further education with a possibility of financial assistance. In one instance I asked another paraprofessional, Gail Brannan (Caucasian) where she got a particular notice on one of these workshops. She told me that she

- received them in her mailbox. I was the only paraprofessional that did not receive these grant notices in my mailbox.
- 6. On March 18, 2003 I received an evaluation from two teachers. These evaluations brought to my attention some performance issues that I was not aware of up until this point.
- 7. My evaluation stated that my attendance was fair, however, in the fall after my discussion with Ms. Cook I never came in late again; this evaluation never made reference to my improvement.
- 8. My evaluation also stated that I would sit and read a book rather than helping students. This is partially untrue. I would read, but only when the students were listening to a lecture given by their teacher. I was not the only paraprofessional that would read at this time of the day; Mr. Dana Parenzo (Caucasian) always read newspapers and he was never reprimanded for this.
- 9. On March 24, 2003, one week after my first evaluation, Mr. Thompson (supervisor) told me that I was to resign from my job or I would be terminated. Mr. Thompson provided me with my resignation letter; it was already written out for me, and I just signed it.
- 10. Westfield Vocational/Technical High School discriminated against me by singling me out and subjecting me to unequal terms and conditions of employment and eventually forced me to resign on the basis of my race and color (Black).

I also want this charge filed with the EEOC: XX.

I WILL ADVISE THE AGENCIES IF I CHANGE MY ADDRESS OR TELEPHONE NUMBER AND I WILL COOPERATE FULLY WITH THEM IN THE PROCESSING OF MY CHARGE IN ACCORDANCE WITH THEIR PROCEDURES.

I SWEAR OR AFFIRM THAT I HAVE READ THIS COMPLAINT AND THAT IT IS TRUE TO THE BEST OF MY KNOWLEDGE, INFORMATION, AND BELIEF.

David Smith

SWORN TO AND SUBSCRIBED BEFORE ME THIS $\frac{33}{2}$ DAY OF $\frac{100}{2003}$

NOTARY PUBLIC

My Commission Expires: 11 28 68

SUEHAIL RAMOS Notary Public Commonwealth of Massachusetts My Commission Expires November 28, 2008

SJS 44 (Rev. 11/04)

CIVIL COVER SHEET

The JS 44 civil cover sheet and the information contained herein neither replace nor supplement the filing and service of pleadings or other papers as required by law, except as provided by local rules of court. This form, approved by the Judicial Conference of the United States in September 1974, is required for the use of the Clerk of Court for the purpose of initiating the civil docket sheet. (SEE INSTRUCTIONS ON THE REVERSE OF THE FORM.)

	Daviel) Smit Kost Serome A Holycke Mess (of First Listed Plaintiff except IN U.S. PLAINTIFF CASES)	DIRAR M	DEFENDANTS 33 Synth Ave County of Residence of First Listed Defendant (IN U.S. PLAINTIFF CASES ONLY) NOTE: IN LAND CONDEMNATION CASES, USE THE LOCATION OF THE LAND INVOLVED.				
(c) Attorney's (Firm Name	, Address, and Telephone Number)		Attorneys (If Known				
II. BASIS OF JURISE	OICTION (Place an "X" in One Box	Only)	L CITIZENSHIP OF	PRINCIPAL DADTIES	(This page 1)		
U.S. Government Plaintiff	U.S. Government 3 Federal Question		(For Diversity Cases Only) Citizen of This State	PRINCIPAL PARTIES(Place an "X" in One Box for Plainti and One Box for Defendant) PIF DEF PTF DFF Incorporated or Principal Place			
3 2 U.S. Government Defendant	= + Diversity			2 (7) 2 Incorporated and Principal Place of Business In Another State			
IV. NATURE OF SUI	P		Citizen or Subject of a Foreign Country	☐ 3 ☐ 3 Foreign Nation	☐ 6 ☐ 6 ————————————————————————————————		
CONTRACT	(Place an "X" in One Box Only) TORTS	· · · · · · · · · · · · · · · · · · ·	CORECTANDA				
☐ 110 Insurance ☐ 120 Marine ☐ 130 Miller Act ☐ 140 Negotiable Instrument ☐ 150 Recovery of Overpayment & Enforcement of Judgment ☐ 151 Medicare Act ☐ 152 Recovery of Defaulted Student Loans (Excl. Veterans) ☐ 153 Recovery of Overpayment of Veteran's Benefits ☐ 160 Stockholders' Suits ☐ 190 Other Contract ☐ 195 Contract Product Liability ☐ 196 Franchise ☐ REAL PROPERTY ☐ 210 Land Condemnation ☐ 220 Foreclosure ☐ 230 Rent Lease & Ejectment ☐ 240 Torts to I and ☐ 245 Tort Product Liability ☐ 290 All Other Real Property	PERSONAL INJURY PER □ 310 Airplane □ 362 □ 315 Airplane Product Image: Personal Liability □ 368 □ 320 Assault, Libel & Flance □ 368 □ 330 Federal Employers' Liability □ 1 □ 340 Marine PERSONAL PRODUCT □ 345 Marine Product □ 370 □ 355 Motor Vehicle □ 380 □ 355 Motor Vehicle □ 380 □ 355 Motor Vehicle □ 380 □ 360 Other Personal Injury □ 385 □ 341 Voting □ 510 □ 442 Employment S □ 443 Housing/ Habe □ 444 Welfare □ 535 □ 445 Amer. w/Disabilities □ 536 Employment □ 550	Personal Injury - Med. Malpractice Personal Injury - Product Liability Asbestos Personal Injury Product Liability Other Product Liability Other Fraud Truth in Lending Other Personal Property Damage Property	FORFETTURE/PENALTY ☐ 610 Agriculture ☐ 620 Other Food & Drug ☐ 625 Drug Related Scizure of Property 21 USC 881 ☐ 630 Liquor Laws ☐ 640 R.R. & Truck ☐ 650 Airline Regs. ☐ 660 Occupational Safety/Health ☐ 690 Other LABOR ☐ 710 Fair Labor Standards Act ☐ 720 Labor/Mgmt. Relations ☐ 730 Labor/Mgmt.Reporting & Disclosure Act ☐ 740 Railway Labor Act ☐ 790 Other Labor Litigation ☐ 791 Empl. Ret. Inc. Security Act	BANKRUPTCY 2422 Appeal 28 USC 158 423 Withdrawai 28 USC 157 PROPERTY RIGHTS 820 Copyrights 830 Patent 840 Trademark SOCIAL SECURITY 861 HIA (1395ff) 862 Black Lung (923) 863 DIWC/DIWW (405(g)) 864 SSID Title XVI 865 RSI (405(g)) FEDERAL TAX SUITS 870 Taxes (U.S. Plaintiff or Defendant) 871 IRS- Third Party 26 USC 7609	OTHER STATUT S 400 State Reapportionment 410 Antitrust 430 Banks and Bankin 450 Commerce 460 Deportation 470 Racketeer Influenced and Corrupt Organizations 480 Consumer Credit 490 Cable/Sat TV 810 Selective Service 850 Securities/Commonities/ Exchange 875 Customer Challenge 12 USC 3410 890 Other Statutory Actions 891 Agricultural Acts 892 Economic Stabilization Act 893 Environmental Maters 894 Energy Allocation Act 895 Freedom of Information Act 900Appeal of Fee Determination Under Equal Access to Justice 950 Constitutionality of State Statutes		
Original 2 Re	man "X" in One Box Only) moved from atte Court Appellate Cite the U.S. Civil Statute under Court Brief description of cause:	: Court r which you are fill	Reinstated or anoth Reopened (specing (Do not cite jurisdiction	sferred from 6 Multidistri fry Litigation al statutes unless diversity):	Appeal to District Judge from Magistrate Judgment		
VII. REQUESTED IN COMPLAINT:	CHECK IF THIS IS A CL. UNDER F.R.C.P. 23	Ethnicit Ass action	DEMAND \$		f demanded in complaint		
VIII. RELATED CASE IF ANY				JURY DEMAND: DOCKET NUMBER	☐ Yes ☐ No		
DATE	SIGN	ATURE OF ATTOR	NEY OF RECORD				
FOR OFFICE USE ONLY							
RECEIPT # AM	OUNT APP	LYING IFP	JUDGE	MAG. JUDO	GE		

UNITED STATES DISTRICT COURT DISTRICT OF MASSACHUSETTS

1.	Title of	case (nar	ne of first party on o	each side only)	David 75	mith	15.	We	stield	Voc-Tea	h School
2.	Category in which the case belongs based upon the numbered nature of suit code listed on the civil cover sheet. (See local rule 40.1(a)(1)).										
		_ 1 .	160, 410, 470, R.2	3, REGARDLESS	OF NATURE OF SU	JIT.					
1	\gg	lf.	195, 368, 400, 440 740, 790, 791, 820	, 441-444, 540, 55 *, 830*, 840*, 850,	0, 555, 625, 710, 72 890, 892-894, 895,	0, 730, 950.	*Also c for pat	omplet ent, tra	e AO 120 or demark or c	AO 121 opyright cases	
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	IV. 220, 422, 423, 430, 460, 510, 530, 610, 620, 630, 640, 656 690, 810, 861-865, 870, 871, 875, 900.					0, 660,					
		V.	150, 152, 153.								
3.	Title and district p	l number, olease inc	if any, of related ca licate the title and n	ises. (See local r umber of the firs	rule 40.1(g)). If mor t filed case in this o	e than on ourt.	e prior rela	ited ca:	se has been	filed in this	
4.	Has a pri	ior action	between the same	parties and base	d on the same clain		en filed in t		urt?		
_	5 "					YES		NO			
5.	USC §24	complaii 03)	nt in this case ques	tion the constitut	ionality of an act of		s affecting	the pul	_	? (See 28	
	If so, is th	he U.S.A.	or an officer, agent	or employee of t	he U.S. a party?	YE\$	8	NO			
						YES	IJ	NO			
6.	Is this ca	se requir	ed to be heard and	determined by a d	district court of thre	e judges YES	pursuant (to title :	28 USC §228	4?	
7.	Do <u>all</u> of t Massacht	the partie usetts ("g	s in this action, ex povernmental agenc	cluding governme ies"), residing in	ental agencies of th Massachusetts res	side in th	e same div	the Co ision?	- (See Local	of Rule 40.1(d)).	
						YES		NO	ΓŢ		
	,	Α.	If yes, in which div	sion do <u>all</u> of the		parties r	eside?				
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			Eastern Division		Central Division			Weste	rn Division		
8.	If filing a f submit a s	Notice of Separate :	Removal - are there sheet identifying the	any motions per e motions)	nding in the state co	ourt requ	iring the at	tention	of this Cour	t? (If yes,	
	EASE TYP		INT)			YES		NO			
	ORNEY'S	NAME_	David J	. Smith			 .	<i>-</i>			
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